



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO

OPNAVINST 1410.1B
N446
18 December 1998

OPNAV INSTRUCTION 1410.1B

From: Chief of Naval Operations
To: All Ships and Stations (less Marine Corps field addressees
not having Navy personnel attached)

Subj: SEABEE COMBAT WARFARE QUALIFICATION

Ref: (a) NAVADMIN 008/97
(b) NAVADMIN 219/97
(c) NAVEDTRA 43904, Core Specific SCW PQS
(d) NAVEDTRA 43904-1, NMCB Unit Specific SCW PQS
(e) NAVEDTRA 43904-2, PHIBCB Unit Specific SCW PQS
(f) NAVEDTRA 43904-3, UCT Unit Specific SCW PQS
(g) NAVEDTRA 43904-4, NCFSU Unit Specific SCW PQS
(h) NAVEDTRA 43904-5, CBMU Unit Specific SCW PQS
(i) NAVEDTRA 43102, NCF Officer Core Specific SCW PQS
(j) NAVMILPERSMAN, Article 1420160

1. Purpose To issue revised requirements for qualification and designation of all personnel in Seabee Combat Warfare (SCW) for the Naval Construction Force (NCF), as outlined in reference (a) and (b). This instruction is a substantial revision and should be reviewed in its entirety.

2. Cancellation OPNAVINST 1410.1A.

3. Background References (a) and (b) announced significant changes to the Navy's warfare qualification programs to be phased in over time until full implementation by March 2000. The most significant changes are as follows:

a. The SCW program is a mandatory program for advancement to E-6 in the NCF. Sailors assigned to qualifying units must be qualified in that unit's primary warfare mission and common core Personnel Qualification Standards (PQS) prior to advancement to E6 or higher..

18 December 1998

b. Second class petty officers and above who transfer to a qualifying unit after February 1999 are allowed the full time to qualify/re-qualify, and are not prevented from taking the E-6 or chief's exam as long as, in the commanding officer's assessment, they are demonstrating satisfactory progress towards attainment of qualification or re-qualification. A specific page 13 service record entry will be made stating: "Satisfactory progress towards qualification or re-qualification."

c. Per reference (b), when officers or enlisted members are assigned to a new qualifying unit, they must re-qualify in that unit's primary warfare qualification.

4. Discussion

a. Formal SCW designation signifies that an officer or enlisted member acquired a level of excellence and proficiency above and beyond that of their peers in specific combat construction skills, knowledge, and experience. The SCW designation signifies that the wearer is fully competent in their rate, as well as in the areas of communications, supply and logistics, hazardous material handling, general safety, basic first aid, general military tactics, contingency operations, chemical, biological and radiological warfare (CBR), embarkation, Civil Engineer Support Equipment (CESE), and all NCF weapons systems. The candidate must demonstrate knowledge and ability in planning and executing a contingency scenario, selecting and deploying the unit's table of allowance (TOA) for contingency construction and weaponry for defensive combat operations. SCW qualification may only be obtained through the formal program prescribed by this instruction.

b. The SCW-qualified command master chief or senior enlisted advisor is the designated NCF unit's enlisted program manager. The senior-most SCW-qualified officer, as designated by the commanding officer, is the NCF unit's officer program manager.

c. SCW qualification may only be attained while assigned to a billet within the following NCF qualifying units:

- (1) Naval Mobile Construction Battalion (NMCB).

18 December 1998

- (2) Amphibious Construction Battalion (PHIBCB).
- (3) Construction Battalion Maintenance Unit (CBMU).
- (4) Underwater Construction Team (UCT).
- (5) Naval Construction Force Support Unit (NCFSU).

d. The NCF SCW model manager, Commander, Naval Facilities Engineering Command (COMNAVFACENGCOM) is responsible for the development and maintenance of references (c) through (i).

5. Eligibility SCW designation is limited to the following:

- a. United States Navy officers and enlisted personnel.
- b. United States Navy Selected Reserve officers and enlisted personnel.
- c. Officers and enlisted personnel of other armed forces who are assigned to qualifying units are eligible to earn the SCW designation, but must comply with the regulations of their own service to determine eligibility to wear the insignia or use the designation.

6. Requirements

- a. Comply with the eligibility criteria in paragraph 5.
- b. Be permanently assigned to a qualifying unit specified in paragraph 4 throughout the qualification process. Active duty personnel must be assigned to the qualifying unit for a minimum of 12 months to be eligible to earn the SCW designation. Selected Reserve personnel must be assigned to a qualifying unit a minimum of 24 months to be eligible to earn the SCW designation.
- c. Complete the program within the specified period. Active duty personnel have 24 months, and Selected Reserve personnel have 48 months from their enrollment date to complete the program.

18 December 1998

d. Be recommended for admission into the SCW program by the immediate chain of command.

e. Be recommended by the SCW program manager with approval of the commanding officer.

f. Document the commencement of the qualification process in the candidate's service record.

g. Demonstrate effective leadership and directing ability, receive at least one observed evaluation or fitness report, and be recommended as promotable or above during the most recent reporting period.

h. Maintain PRT standards.

i. Complete a qualifying field training exercise. Examples of these are: a standard regimental exercise for NMCB, NCFSU, and CBMU personnel; and, an appropriate unit field training exercise, as determined by the commanding officer, for PHIBCB and UCT personnel.

j. Qualify with the TOA weapon normally assigned for the position held by the candidate.

k. Successfully complete the following courses:

(1) Naval Construction Force/Seabee 1 & C (NAVEDTRA 12543).

(2) Seabee Combat Handbook, Volume 1 and 2, (NAVEDTRA 12003/12004).

(3) Naval Safety Supervisor (NAVEDTRA 12971).

l. Successfully complete common "core specific" and designated "unit specific" PQS packages. Officers, in addition, will complete an officer core specific PQS package.

m. Successfully complete a written final examination with a minimum score of 70 percent.

n. Successfully complete an oral examination administered by a board of warfare qualified members not to exceed 2 hours, not including the candidate's preparation time. The examination

18 December 1998

should be tailored to the candidate's position within the unit's chain of command.

7. Approval of Qualification Only commanding officers of qualifying units may approve a candidate's SCW final qualification within their commands based upon satisfactory completion of the requirements in this instruction.

a. When enlisted members have achieved final approval for SCW designation, the following entry will be made on NAVPERS 1070/613 of their service record: "(Date) Qualified as Seabee Combat Warfare (SCW) this date and assigned the Seabee Combat Warfare (SCW) designator."

b. When an officer has achieved final approval for SCW designation, the command shall forward notification of SCW qualification to Navy Personnel Command (NPC-4413). The Navy Personnel Command will assign the Additional Qualification Designator (AQD) 960 to the officer qualified.

8. Designation and Authority to Wear the Insignia The commanding officer of the qualifying unit will present the SCW insignia and Seabee Warfare Certificate (NAVFAC 1410/2) to the member upon qualification. The attainment of SCW should be recognized at an appropriate ceremony and relevant comments should be incorporated in an officer's and chief's next fitness report or an enlisted's next performance evaluation, as appropriate.

9. Insignia The SCW insignia will be gold for officers and silver for enlisted personnel.

10. Qualification Continuance

a. Once qualified, officers and enlisted members returning to a qualifying unit must re-qualify on the SCW Unit Specific PQS portions of the program. They must pass a comprehensive written examination and oral board within 12 months of reporting to the unit. Successful completion will be documented in the member's service record. Failure to re-qualify will result in revocation of SCW qualification.

b. Personnel starting the qualification process in one qualifying unit, who are transferred to another qualifying unit, will be given credit for their PQS work accomplishment in the

18 December 1998

follow-on qualifying unit. If the commanding officer loses confidence in the individual to perform their duties, revocation of qualification will be followed as outlined in section 12.

c. Qualified enlisted personnel who subsequently accept an appointment as commissioned officers will continue to wear the silver enlisted SCW insignia, per U.S. Navy uniform regulations, until they qualify under the officer program.

11. Revocation of Qualification

a. The SCW designation may be revoked anytime the commanding officer loses confidence in the individual to perform their duties. Items which cause such loss of confidence are subject to the commanding officer's discretion, but could include such things as professional incompetence, dereliction of duty, failure to maintain promotable status, conviction at a captains mast or court martial, or failure to uphold Navy Core Values. Revocation of the SCW designation will not be taken as a disciplinary action.

b. For officers

(1) SCW designation shall be retained until it is revoked by the Commander, Navy Personnel Command.

(2) A commanding officer may recommend revocation of SCW designation when an officer's performance of combat warfare duties is unsatisfactory.

(3) A request for revocation of the SCW designation shall be submitted following the provisions in reference (j).

(4) A recommendation for revocation shall not be made in lieu of detachment for cause, nor shall recommendations automatically be included in cases of detachment for cause. Revocation may be considered and recommended coincidentally with a detachment for cause but shall be handled administratively as a separate action by the Chief of Naval Personnel.

(5) Upon revocation, the officer must surrender their SCW certificate to the commanding officer.

18 December 1998

(6) Upon revocation, the officer's AQD will be removed.

c. For enlisted

(1) Members previously qualified can be disqualified by their current commanding officers.

(2) Formal notification of disqualification will be recorded on NAVPERS 1070/613 of the member's service record with specific rationale for disqualification clearly stated, as follows: "(Date) Failed to maintain qualification as a SCW (include specific rationale for disqualification). Member has been informed that as of this date he/she is disqualified and no longer authorized to wear the SCW insignia."

(3) Once disqualified, the member must surrender their SCW certificate to the commanding officer.

d. Once disqualified, the member must request commanding officer approval to re-qualify for the SCW designation. All provisions of this instruction must be re-accomplished. Reinstatement will not be granted except as outlined in this paragraph.

e. Revocations of SCW qualification shall have appropriate remarks included in the next FITREP or evaluation.

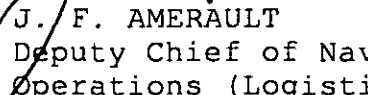
12. Transition All personnel entering the program prior to 1 February 98 may continue under the old program, but must complete the qualification process by 1 March 2000. All personnel entering the SCW program after 1 February 1999 will be governed by this new instruction.

13. Waivers Requests to waive any part of this instruction will be submitted to COMNAVFACENGCOM via the unit's administrative chain of command, to include the appropriate type commander, and Commander, SECOND Naval Construction Brigade or Commander, THIRD Naval Construction Brigade.

14. Review As principal advisor to the Chief of Naval Operations on Seabee Warfare matters, the Director, Facilities and Engineering Division, Office of the Chief of Naval Operations (N44) is charged with the responsibility for annual review and updating of this program.

18 December 1998

15. Form NAVFAC 1410/2 (8/98), Seabee Warfare Certificate, may be ordered by contacting the Commander, Naval Facilities Engineering Command, Seabee Readiness Division.


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Distribution:

SNDL Parts 1 and 2